

# **NATIONAL BOARD CERTIFICATION 2008-2009**

## **Financial Incentives Offered by the Iowa Department of Education for Current National Board Certified Teachers and 2007-08 Applicants**

Following is a brief description of the financial incentives available to eligible teachers seeking and achieving National Board Certification:

**Final Registration Fee Reimbursement** - Reimbursed to eligible candidates after achieving certification.

**Annual Award** - Paid to each eligible candidate upon achieving certification.

**NOTE: In order to be eligible for any National Board Certification financial incentives offered by the Iowa Department of Education, the deadline to apply was December 31, 2007.**  
**This document is intended for current National Board Certified teachers and 2007-08 applicants.**

**Carefully review the following Frequently Asked Questions document.**

# FREQUENTLY ASKED QUESTIONS

## Regarding National Board Certification

### Financial Incentives

#### 2008-09

- Part 1: Legislative Provisions  
Part 2: Introductory Questions  
Part 3: Questions about the Annual Award  
Part 4: Questions about the Registration Fee Reimbursement  
Part 5: Important Dates to Remember

### Part I – Legislative Provisions

1) **Were there any recent legislative changes that affect National Board Certification (NBC)?**

Yes. The 2007 Iowa Legislature phased out the financial incentives provided to Iowa teachers who become certified by the National Board for Professional Teaching Standards. Pursuant to amendments to Iowa Code section 256.44 (2007 Iowa Acts, Chapter 108), the financial incentives for NBC teachers are available only to teachers who registered for NBC on or before December 31, 2007. Funds are available to honor the registration reimbursement in Iowa Administrative Code 84.3 and the annual awards in Iowa Administrative Code 84.4 for eligible individuals.

### Part 2 – Introductory Questions

2) **What financial incentives are available for NBC teachers?**

NOTE: In order to be eligible for any NBC financial incentives, the deadline to apply was December 31, 2007.

a) Annual Awards

NBC prior to May 1, 2000: A maximum \$5,000 award per year for ten years or until the teacher's total state annual award amount reaches \$50,000, whichever occurs first. This includes teachers certified prior to 1998 and successful 1998-1999 NBC candidates.

NBC after May 1, 2000: A maximum of \$2,500 award per year for ten years.

b) \$2,500 Registration Fee Reimbursement

INITIAL: A maximum of \$1,250 of the registration fee upon verification of application.  
FINAL: A maximum of \$1,250 of the registration fee upon achieving NBC.

3) **If an NBC candidate did not achieve certification, what are the candidate's options?**

National Board Certification candidates can bank scores for a total of 36 months from the date an initial, non-refundable fee is processed by the NBPTS. For more information about banking NBC scores, call the NBPTS at 1-800-22TEACH.

Upon certification, candidates will be eligible to receive a \$2,500 annual award for ten years. Annual legislative appropriations are required to maintain this NBC program.

4) **For this fiscal year, what are the deadlines a teacher must meet in order to qualify for the financial incentives?**

May 1, 2009: Last day for NBC teachers to submit application for the annual award to the DE. (Information on applying for the annual award will be sent via e-mail once candidates are notified of certification.) **This application will contain a check-off for teachers to receive the final registration fee reimbursement.** It is anticipated that 2007-2008 candidates will receive their results and feedback about the assessments on or before December 31, 2008. They will apply for their first annual award by May 1, 2009, in order to receive payment by June 1, 2009.

June 1, 2009: Eligible NBC teachers receive annual award and final registration fee reimbursement.

**5) Who qualifies for the annual award?**

Individuals eligible for the NBC annual award shall meet all of the following qualifications:

- a) The individual is an NBC teacher.
- b) The individual is a teacher. (See question #7)
- c) The individual is employed by a school district in Iowa. (See question #8)
- d) The individual receives a salary as a classroom teacher. (See question #9)
- e) The individual completes the department's annual application process, which includes submitting verification of certification.
- f) The individual has not received an NBC annual award for more than ten years.
- g) The individual has not received state NBC annual awards totaling more than \$50,000.
- h) The individual is applying for the award within one year of being eligible for the award.

**An individual who possesses less than a full-time teaching contract shall receive an annual award prorated to reflect the type of contract; i.e., half-time, quarter-time, etc.**

**6) Who qualifies for the registration fee reimbursement?**

Teachers needed to apply by December 31, 2007, in order to receive the initial and final registration fee reimbursement. Teachers eligible for the registration fee reimbursement program shall meet all of the following qualifications:

- a) The individual has all qualifications required by NBPTS for application for certification.
- b) The individual is a teacher. (See question #7)
- c) The individual is employed by a school district in Iowa. (See question #8)
- d) The individual receives a salary as a classroom teacher. (See question #9)
- e) The individual completes the department's application process, which includes submitting verification of NBC registration.
- f) The individual has not received reimbursement from this program at any previous time.

It is possible for teachers residing out-of-state to qualify for the financial incentives if they meet the above qualifications. Teachers are not required to be Iowa residents. They are required to be teaching students in an Iowa school district.

**7) Who is included in the definition of a teacher licensed under Iowa Code section 272.1?**

"Teacher" means a licensed member of a school's instructional staff who diagnoses, prescribes, evaluates and directs student learning in a manner which is consistent with professional practice and school objectives, shares responsibilities for development of an instructional program and any coordinating activities, evaluates or assesses student progress before and after instruction, and who uses the student evaluation or assessment information to promote additional student learning.

*-Iowa Code section 272.1(14)*

**8) What does "employed by a school district in Iowa" mean?**

This means that the eligible individual is a **full or part-time teacher** employed in a nonadministrative position in a public school district pursuant to a contract issued by a board of directors of a school district under Iowa Code section 279.13.

**An individual who possesses less than a full-time teaching contract shall receive an annual award prorated to reflect the type of contract; i.e., half-time, quarter-time, etc.**

Substitute teachers, independent contractors, and vendors are not considered employees of the school district. However, full-time permanent substitute teachers employed under individual contracts not included under Iowa Code section 279.13 are considered to be employed by a school district in Iowa if the teachers receive retirement and health benefits as part of their contract.

Teachers who are employees of accredited or nonaccredited nonpublic schools and schools under the control of the State Board of Regents are not considered employees of a school district in Iowa.

**9) What does "receiving a salary as a classroom teacher" mean?**

A person who receives a salary as a classroom teacher means a teacher employed by a school district in Iowa who receives any salary compensation from the school district for providing classroom instruction to students in the school district. The term also means a teacher employed by an area education agency in Iowa who receives all salary compensation through pooled school district funds provided to the area education agency to provide classroom instruction to elementary (including pre-kindergarten) or secondary students in one or more school districts.

Curriculum directors, administrators, and other teaching professionals that do not receive at least a portion of their salary for providing classroom instruction to students are ineligible for any annual award.

**10) If I apply for NBC, will my name be kept confidential?**

The NBPTS ensures confidentiality of candidates throughout the entire certification process.

HOWEVER, under Iowa law, a candidate's name will become public information at the time that the teacher elects to submit his or her application for registration fee reimbursement to the DE. Under Iowa law, the DE must release this information upon request. The names of NBC teachers receiving an annual award will also be public information available upon request.

**Part 3 – Questions About the Annual Award**

**12) Who qualifies for the annual award?**

See question 5 above.

**12) What annual awards are available?**

NBC prior to May 1, 2000: A maximum \$5,000 award per year for ten years or until the teacher's total state annual award amount reaches \$50,000, whichever occurs first. This includes teachers certified prior to 1998 and successful 1998-1999 NBC candidates.

NBC after May 1, 2000: A maximum of \$2,500 award per year for ten years.

**13) When will an NBC teacher receive the annual award?**

Iowa law states that NBC teachers must annually submit to the DE an application verifying that they are NBC, an Iowa licensed teacher, employed by an Iowa school district and receiving salary as a classroom teacher. See Questions 7, 8 and 9.

Annual award applications are due by May 1 and payment will be made to eligible NBC teachers by June 1 of each fiscal year. The application will contain a check-off for teachers eligible for the final registration fee reimbursement.

For example, it is anticipated that all 2007-2008 NBC candidates will be notified of certification by December 31, 2008. Annual award applications are due to the DE by May 1, 2009, in order to receive payment by June 1, 2009. Current certified NBC teachers would also submit their applications under this timeline.

Annual appropriations by the legislature are required to continue any NBC award program.

Applications for NBC teachers to receive their annual award in June 2008 will be sent via e-mail or can be obtained by contacting:

Jody Crane  
Iowa Department of Education  
Grimes State Office Building  
Des Moines, IA 50319-0146  
E-mail: [jody.crane@iowa.gov](mailto:jody.crane@iowa.gov)  
Telephone: 1-515-281-3333

OR

The Iowa Department of Education's Website at:  
<http://www.iowa.gov/educate/content/view/282/1000/>

- 14) Is sufficient funding available for the 2008-2009 school year to pay eligible NBC teachers their annual award?**

NOTE: In order to be eligible for any NBC financial incentives, the deadline to apply was December 31, 2007.

Yes. Funds are available for annual awards and registration fee reimbursement. Under Iowa Code section 256.44(2) the DE is required to prorate the amount of the reimbursement award and the annual award if the number of applicants exceeds the funding available for each award. As such, applicants will receive their full annual award or, if necessary, a lesser prorated amount. Annual appropriations by the legislature are required to fund any NBC program.

- 15) Will any annual award count towards IPERS?**

No. Any NBC annual award is considered an award, NOT salary. Before June 1 of each fiscal year each eligible NBC teacher will be issued the appropriate annual award check from the state of Iowa. The individual teacher will be responsible to pay the appropriate state and federal taxes. The DE will notify state and federal taxing authorities of the award. Each teacher will be issued an IRS Form 1099.

- 16) For those newly certified teachers, will the final registration fee reimbursement be awarded at the same time as the annual award?**

Yes. The annual award application will contain a check-off for those teachers eligible for the final registration fee reimbursement. A separate application is not required to receive the final fee reimbursement.

#### **Part 4 – Questions about the Registration Fee Reimbursement**

- 17) Who qualifies for the registration fee reimbursement?**

See question 6.

- 18) How will the \$2,500 registration fee reimbursement be awarded?**

Teachers needed to apply by December 31, 2007, in order to receive the initial and final registration fee reimbursement.

INITIAL: A maximum of \$1,250 of the registration fee upon verification of application.

FINAL: A maximum of \$1,250 of the registration fee upon achieving NBC.

- 19) How can an NBC candidate qualify for reimbursement of the registration fee reimbursement?**

The candidate must be a teacher, as defined in Iowa Code section 272.1, an employee of an Iowa public school district, and receiving salary as a classroom teacher. Candidates must submit verification of registration to the DE prior to reimbursement. See Questions 7, 8 and 9.

- 20) When will an eligible teacher receive reimbursement?**

The final registration fee reimbursement of a maximum of \$1,250 will be paid at the time of payment of the first annual award. The annual award application contains a check-off for teachers eligible for the final registration fee award. A separate application is not necessary.

- 21) Is the final registration fee reimbursement taxable?**

No.

- 22) If an NBC candidate receives the initial reimbursement from the state, will the candidate receive the final reimbursement if the candidate completes the certification process but fails to become certified?**

No. The Iowa law requires achievement of certification prior to reimbursement of the final \$1,250.

The law states: "A teacher who receives an initial reimbursement award shall receive a one-time final registration award in the amount of the remaining registration fee paid by the teacher if the teacher notifies the DE of the teacher's certification achievement and submits any documentation requested by the department."

*Iowa Code section 256.44(1)a*

Candidates may continue to attempt certification for a period not to exceed 36 months from the date an initial, non-refundable fee is processed.

**23) Will an NBC candidate be required to reimburse the state if the candidate withdraws from the NBC process after receiving the initial registration fee reimbursement?**

Yes. The NBPTS will reimburse any NBC candidate who withdraws prior to the portfolio due date the \$2,500 registration fee less \$500. As such, any candidate who receives an initial registration fee reimbursement from the DE and who withdraws from the NBC process must refund to the DE the **\$1,250**, or the prorated amount, within 30 days of receiving the reimbursement from NBPTS.

**24) Can a current NBC teacher receive reimbursement for registration fees paid at the time he or she applied for certification?**

No. Only teachers seeking certification after July 1, 1998, are eligible for fee reimbursement.

**25) Does a candidate achieving certification in the 2008-2009 school year need to complete a separate form for the final registration fee reimbursement?**

No. The 2008-2009 annual award application contains a check-off for teachers eligible for the final registration fee reimbursement.

### **Part 5 – Important Dates to Remember**

**26) What are important dates to remember for 2008-2009?**

NOTE: In order to be eligible for any NBC financial incentives, the deadline to apply was December 31, 2007.
--

May 1, 2009	Last day for NBC teachers to submit application for the annual award and registration fee reimbursement to the DE. <i>(Information on applying for the annual award and registration fee reimbursement will be sent via e-mail once candidates are notified of certification.)</i>
June 1, 2009	Candidates will receive annual award payment and registration fee reimbursement.